The NEA Bill of Teacher Rights

ADOPTED 1973

PREAMBLE

We, the teachers of the United States of America, aware that a free society is dependent upon the education afforded its citizens, affirm the right to freely pursue truth and knowledge.

As an individual, the teacher is entitled to such fundamental rights as dignity, privacy, and respect.

As a citizen, the teacher is entitled to such basic constitutional rights as freedom of religion, speech, assembly, association and political action, and equal protection of the law.

In order to develop and preserve respect for the worth and dignity of man, to provide a climate in which actions develop as a consequence of rational thought, and to insure intellectual freedom, we further affirm that teachers must be free to contribute fully to an educational environment which secures the freedom to teach and the freedom to learn.

Believing that certain rights of teachers derived from these fundamental freedoms must be universally recognized and respected, we proclaim this Bill of Teacher Rights.

ARTICLE I

Rights As a Professional

As a member of the teaching profession, the individual teacher has the right:

Section 1. To be licensed under professional and ethical standards established, maintained, and enforced by the profession.

Section 2. To maintain and improve professional competence.

Section 3. To exercise professional judgment in presenting, interpreting and criticizing information and ideas, including controversial issues.

Section 4. To influence effectively the formulation of policies and procedures which affect one's professional services, including curriculum, teaching materials, methods of instruction, and school-community relations.

Section 5. To exercise professional judgment in the use of teaching methods and materials appropriate to the needs, interests, capacities, and the linguistic and cultural background of each student.

Section 6. To safeguard information obtained in the course of professional service.

Section 7. To work in an atmosphere conducive to learning, including the use of reasonable means to preserve the learning environment and to protect the health and safety of students, oneself, and others.

Section 8. To express publicly views on matters affecting education.

Section 9. To attend and address a governing body and be afforded access to its minutes when official action may affect one's professional concerns.

ARTICLE II

Rights As an Employee

As an employee, the individual teacher has the right:

Section 1. To seek and be fairly considered for any position commensurate with one's qualifications.

Section 2. To retain employment following entrance into the profession in the absence of a showing of just cause for dismissal or non-renewal through fair and impartial proceedings.

Section 3. To be fully informed, in writing, of rules, regulations, terms, and conditions affecting one's employment.

Section 4. To have conditions of employment in which health, security, and property are adequately protected.

Section 5. To influence effectively the development and application of evaluation procedures.

Section 6. To have access to written evaluations, to have documents placed in one's personnel file to rebut derogatory information and to have removed false or unfair material through a clearly defined process.

Section 7. To be free from arbitrary, capricious, or discriminatory actions affecting the terms and conditions of employment.

Section 8. To be advised promptly in writing of the specific reasons for any actions which might affect one's employment.

Section 9. To be afforded due process through the fair and impartial hearing of grievances, including binding arbitration as a means of resolving disputes.

Section 10. To be free from interference to form, join, or assist employee organizations, to negotiate collectively through representatives of one's own choosing, and to engage in other concerted activities for the purpose of professional negotiations or other mutual aid or protection.

Section 11. To withdraw services collectively when reasonable procedures to resolve impasse have been exhausted.

ARTICLE III

Rights in an Organization

As an individual member of an employee organization, the teacher has the right:

Section 1. To acquire membership in employee organizations based upon reasonable standards equally applied.

Section 2. To have equal opportunity to participate freely in the affairs and governance of the organization.

Section 3. To have freedom of expression, both within and outside the organization.

Section 4. To vote for organizational officers, either directly or through delegate bodies, in fair elections.

Section 5. To stand for and hold office subject only to fair qualifications uniformly applied.

Section 6. To be fairly represented by the organization in all matters.

Section 7. To be provided periodic reports of the affairs and conduct of business of the organization.

Section 8. To be provided detailed and accurate financial records, audited and reported at least annually.

Section 9. To be free from arbitrary disciplinary action or threat of such action by the organization.

Section 10. To be afforded due process by the organization in a disciplinary action.

The Code of Ethics of the Education Profession

CALIFORNIA TEACHERS ASSOCIATION
NATIONAL EDUCATION ASSOCIATION

The NEA Bill of Teacher Rights

Reproduced by the
PERSONNEL STANDARDS COMMISSION
of the
CALIFORNIA TEACHERS ASSOCIATION

ADOPTED 1975 BY NEA

The Code of Ethics of the Education Profession

PREAMBLE

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. **The Code of Ethics of the Education Profession** indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive, and no such provision shall be enforceable in any form other than one specifically designated by the NEA or its affiliates.

Teacher's Code of Ethics
(Adopted by NEA 1974)

PRINCIPLE I

Commitment to the Student

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator–

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning.

2. Shall not unreasonably deny the student access to varying points of view.

3. Shall not deliberately suppress or distort subject matter relevant to the student's progress.

4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.

5. Shall not intentionally expose the student to embarrassment or disparagement.

6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly:

   a. Exclude any student from participation in any program;

   b. Deny benefits to any student;

   c. Grant any advantage to any student.

7. Shall not use professional relationships with students for private advantage.

8. Shall not disclose information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

PRINCIPLE II

Commitment to the Profession

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions which attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the educator–

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.

2. Shall not misrepresent his/her professional qualifications.

3. Shall not assist entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.

4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.

5. Shall not assist a non-educator in the unauthorized practice of teaching.

6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

7. Shall not knowingly make false or malicious statements about a colleague.

8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.

PROVISIONS FOR NATIONAL ENFORCEMENT

Constitution, National Education Association

ARTICLE VII, Section 2, a. The Review Board shall have original jurisdiction in the following cases:

1. Impeachment of an officer who is a member of the Executive Committee;
2. Alleged violations of **The Code of Ethics of the Education Profession.**

ARTICLE VII, Section 2, b. The Review Board shall have the following powers subject to the conditions as herein outlined:

1. To impeach an officer. The officer shall have the right to appeal to the Board of Directors;
2. To censure, suspend, or expel a member for violation of **The Code of Ethics of the Education Profession**. . .The member shall have the right to appeal to the Executive Committee on procedural grounds only.
3. To vacate censure, lift suspension, or reinstate a member.

ARTICLE VII, Section 4. The Review Board shall establish its rules of procedure with the approval of the Board of Directors. Due process must be guaranteed in all its proceedings.

ADHERENCE TO THE CODE

Constitution, National Education Association

ARTICLE II, Section 2, b. Members engaged in teaching or in other educational work shall adhere to **The Code of Ethics of the Education Profession**.

ARTICLE IV, Section 6. Executive officers of the Association may be impeached for violation of **The Code of Ethics of the Education Profession**, . . .

ARTICLE VI, Section 4. Officers of the Association may be impeached for violation of **The Code of Ethics of the Education Profession**, . . .

ARTICLE VII, Section 5, a. Members of the Review Board may be impeached (by the Executive Committee) for violation of **The Code of Ethics of the Education Profession**, . . .